



"Let us have faith that right makes might and in that faith let us dare to do our duty as we understand it."

▽ PLOMB ▽



# ANVIL CHORUS

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NO. 37

## SOME "PERSONALS" FROM PERSONNEL

**S. C. Miller**—Personnel Director



In going over the questionnaire results the other day, I noticed the following statement made by one of our employees: "If it is true that after a man has worked at Plumb for several years and decides to leave, he is told that the Government will not allow the Company to pay the Bonus money he has coming. If it won't work, stop the ballyhoo and abandon the idea."

As the Handbook for Plumb Employees states, your company wants you to participate in its prosperity over and above your regular compensation, and for this reason the Plumb Employees' Profit-Sharing Plan, mentioned above, was set up.

I find in checking with other companies in this area that our plan of participation and requirements for eligibility are considerably more lenient than any other plan with which I came in contact. A complete explanation of our plan is found in the Handbook, but there is one point which may need explanation after the criticism voiced above.

The Handbook reads, "Should you leave the employ of the Company before you have accumulated ten annual credits to your account, you will be entitled to a percentage of the funds accumulated in your name, based upon the number of years of your participation in the fund since December 31, 1942, when the fund was established."

In line with this policy, certain payments were made from the fund to participating employees upon their termination until we were informed by the Treasury Department that such payments would be considered an increase in income and would, therefore, be contrary to wage stabilization laws until separately ruled upon. We, therefore, stopped payments out of the fund because we felt we would be on safer

ground by so doing until clearance is given us by the Treasury Department.

There is no ballyhoo about the fact that the money is there. It is just a question of when the Treasury Department will allow it to be released.

## CHICAGO NEWS

**Willard Nelson**

An eight and one-half pound boy, **CLYDE ROBERT DAVIS**, was born to Mr. and Mrs. CLYDE DAVIS, Sunday, August 27. The event took place in the St. Clares Hospital, Lincoln, Illinois.

**MARTHA GLEITSMANN** celebrates a birthday today, September 2. Martha believes in the slogan, "A woman who tells her age, tells everything."

After several weeks vacation in Wisconsin, **ROSE SWANSON** is returning to work. The girls are all glad to have her back again.

August 20, the Sunday our boys got together for a little golf tournament, it rained. It was to be held at the Countryside Country Club. Instead a poker and pinochle game was held at "Ottos' Rendezvous". This is not a roadside tavern, but the summer cottage of our own **OTTO RIIS**. The boys all had a swell time.

**HANNAH BUCHARDT** was overjoyed to see her son, **Pfc. ROBERT BUCHARDT** of the Ordnance Division of the Army, home on furlough from Nome, Alaska, after a year of service.

**SYLVIA LaNASA** is expecting her soldier husband, **SAM LaNASA**, a former employee, home on furlough from Georgia. He will then leave for S. Carolina.

**GLEN CRANDALL**, First Lieutenant of the Army Air Force, a former employee of the Los Angeles Plant, came in to visit us on his leave after overseas duty. He will be stationed in New Orleans.

"The difficult thing may be done right away. The impossible takes a little longer."

## HEAT TREAT

**Fred Robbins**

**Director Metallurgical Dept.**

Heat treatment is a combination of operations involving the heating and cooling of a metal for the purpose of obtaining certain desired properties—the specific treatment is dependent upon the purpose for which the tool is designed or the subsequent treatments the tool will undergo. Upon determination by the Metallurgical Department as to procedure, it is the responsibility of the Heat Treat Department to see that the proper heat treatment is given the tools that arrive for processing. Of equal importance to the proper heat treatment of the tools is the composition of the steel from which the tool is made. This information is absolutely necessary to the heat-treater if he hopes to give each grade of steel its proper heat treatment.

Among the various types of heat treating are annealing, normalizing, hardening, and tempering. Annealing is a process of heat treatment whereby the steel is made "soft," that is "soft" as compared to "hard" steel. To the layman, all steel is hard, but to the engineer, to the craftsman, or to the heat-treater, the term "hardness" expresses the comparative degree of resistance to penetration a piece of metal may possess.

When steel is heated uniformly to the specific temperature, known as the "critical" temperature, and then allowed to cool slowly, most likely in the furnace, it is said to have been annealed.

If, however, the red hot steel (which has been heated to the critical temperature) is removed from the furnace and allowed to cool in still air, it is then "normalized."

Hardening might generally be applied to the treatment of steel when the rate of cooling is very rapid as would be occasioned by a blast of air or by quenching in oil or water.

The equipment used is the finest and most up-to-date, and the Plumb personnel in this department are trained and well qualified to perform these phases of the preparation of Plumb tools for the market.

# News of YOUR Department

- Transfers
- Promotions
- Unusual Doings
- Hobbies



## ABOUT

Johnny, Mike, Pete and Mary  
Sports - Ideas - Photos

- News of Boys in Service
- Marriages
- Births

## THE ANVIL CHORUS

Published by and  
for Employees of

PLOMB TOOL COMPANY

2209 Santa Fe Ave.  
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Editor — R. C. Walter  
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### CONTRIBUTORS

All Plumb Toolers at home and  
in the armed services

Permission to use any material in  
this issue gladly granted if you  
give credit to Anvil Chorus.

— BUY MORE WAR BONDS —

## ANNIVERSARY PINS

### Factory —

MERVYN McCAW .....	4 years
JAY BILLINGS .....	3 years
EDWARD ROBINSON .....	2 years

— VISIT YOUR CLUB HOUSE —

## COMING EVENTS

### GIRLS' SOFT BALL

Watch for New Schedule of Games.

### GOLF TOURNAMENT

SUNDAY, September 17, at 10 a.m., RIO HONDO GOLF CLUB, 607 Old River Road, Downey. Register with CARL MALMQUIST, KURT APEL, JIGGER STATZ, GORDON WILKINSON or DAIN STURGES.

### BOWLING

Every Thursday night at SOUTHEAST Bowling Alley, 7023 Pacific Boulevard, Huntington Park.

## SWING SHIFT BLUES

Le's see . . . Oh, yes, (Mr. WALTER). Well, I did it last week, and I hope I can keep it up.

We . . . on the swing shift office force . . . will really miss ANITA SCHOENBURG, who has been with us since in March, and who left us Friday nite for Tucson, Arizona. We hope she has good, good luck out there.

Our "Office Boy", FRED CORCORAN, is going to be with us only from 9:00 P.M. until 1:00 A.M. from now on. FRED, we'll really miss you those other five hours, but at least you will be with us for a while at nite.

The Billing department has RUTH MILLER back, and she had a swell-elegant time up in Frisco. We are really enjoying her vacation by hearing about it. But we're glad you're back again, RUTHIE.

Here's the Billing again too. They had a longer vacation than we . . . the order and inventory gals . . . did. They got Saturday along with Monday. And we missed ORPHA HALL, FLOY CROSSBIE and CLARA HARRISON along with our ROSE on that vacation day.

(Ha, Ha, I did it again!)

'Til next week then,

JO DANLEY.

## SALES DEPARTMENT

LAURIE JENSEN, formerly of the Sales Department, has moved up to the Credit Department as DWANE BRICE'S Assistant. We in Sales will certainly miss LAURIE and wish her success in her new venture.

MARTHA BRANN is now working with JOHNNY KANA who has taken over the bulk of customer correspondence in connection with his new role as Assistant to DON PROUL.

YVONNE CARRUTHERS, the new face in the Sales Department, has taken over the stenographic duties of that department.

## BILLING DEPARTMENT

We are glad to welcome two new girls, LAURENE JENSEN from Sales Department and MURIEL MILLER from Inventory.

That certain gleam in MILDRED'S eye

can mean only one thing — HARRY (what a man).

Beware of our car driver, JEAN SHERWIN. She has a new car and anything or anyone who gets in her way on the road, look out.

Favorite Sailor: Could that glowing look in WINONA KUBLIK'S eyes have anything to do with a long distance call from her favorite sailor in Honolulu?

## METALLURGICAL DEPARTMENT

JACK O'BRIEN of the Metallurgical Department is taking his second week of annual leave beginning September 11.

NATHAN LEPA, formerly with the Heat Treat Department and now with the armed services, was a visitor last week.

CHARLES GARNER, formerly with the Steel Department, is now with the Reconnaissance Division of the U. S. Army. He sends his regards to his friends at Plumb.

## GENERAL OFFICE NEWS

LT. JOHN C. BASCOM, of the Navy Seabees, was a plant visitor last Friday. Lt. Bascom is the son of Mr. CALVIN BASCOM, Vice-President and General Manager of the St. Louis plant of FAYETTE R. PLUMB. He has just recently returned from a two-year overseas assignment in the South Pacific.

CORY MOUNTJOY, of the Mountjoy Parts Co., San Antonio, Texas, operates stores also in Houston and Austin. Last week he dropped in to visit us — particularly MORRIS PENDLETON, with whom he has been friends since Morris began calling on him 15 years ago.

TOM COLLINS bought his first Plumb Tool from C. H. WILLIAMS many years ago. As head of the Plumb Tool Division of LEWERS & COOKE, Honolulu, he is concerned with present and post-war deliveries, which he called to discuss last week. TOM tells the story of how he kept after the purchasing department to order heavier quantities of Plumb Tools until a young Chinese boy in the department told Tom, "Mister Collins alle time wan more Plumb Tools. I make purchase order say, 'I only Plumb Tool Factory, Complete'."



## CLUB HOUSE PROGRESS REPORT

IT IS GRATIFYING to be able to report that the month of August was the best month from the standpoint of progress that we have had since the Club House was established.

Former abuses have been eliminated and our schedule put on a business-like basis. The results prove that diligent attention to the business at hand will gradually solve all problems. It doesn't require a genius to recognize the fact that if your income is \$1.00 and your disbursements are \$1.50 you must either increase income or reduce disbursements. WE HAVE DONE BOTH. Result, we are now out of the red.

It is gratifying also to note the number of young women from general offices, stock room, inspection and production control who are finding the Club House a pleasant place to relax for a few minutes at the lunch period.

GORDON WILKINSON and EARL MAXCY have helped greatly in the transportation of supplies when needed. The Board of Directors have given me friendly encouragement in all proposals to improve service and increase income.

The Club House is open evenings after 7 P.M. for departmental parties. Refreshments may be arranged for and a record player is connected up to our amplifying system to provide popular dance music. Arrangements for such parties should be made three days in advance.

### FORGE-DIE PARTY

One of the first groups to take advantage of our evening facilities was the Forge Die Department. Last Saturday night a score of forge-die sinkers met in the Club House with their ladies. Mrs. DICK DANTON brought a solo-vox attachment for the piano and provided some unique musical selections which were enjoyed by everyone. The ham was sliced by CHET EXUM who proved himself an efficient host. Potato salad added zest to the meal, and the Club House refrigerator provided cold drinks. Present at the party were Mr. and Mrs. CARL MALMQUIST, Mr. and Mrs. LEONARD TAYLOR, Mr. and Mrs. BOB CRIST, Mr. and Mrs. JOHN GILMORE, Mr. and Mrs. KENNEY FAIN, Mr. and Mrs. RUSSELL COCHRANE, Mr. and Mrs. HOMER NARNEY, Mr. and Mrs. HAROLD BAUM, Mr. and Mrs. ERIC BUCKLAND, Mr. and Mrs. TOMMY CHRIST, Mr. and Mrs. "BILL" FOX, Mr. and Mrs. JOHN SHEPHERD, Mr. and Mrs. BILL VILINSKI, Mr. and Mrs. BOB ROSNER and Mr. and Mrs. DICK DANTON. Others present were TONY ROSENBERGER, "SLIM" ARTER and LARRY MAHER.

The point which this family party emphasizes is the fact that social gatherings can be held in our Club House without any disagreeable incidents developing. Therefore, departmental parties on a small and friendly basis seem

to be the answer to our Club House gatherings, with the larger social affairs arranged at places like the Elk's Club, in charge of a responsible committee.

May I express my personal thanks to all the die-sink folks for the way in which they took care of things. Monday morning the Club House presented its usual spic and span appearance, a tribute to the thoughtfulness of this group.

### GOLF TOURNAMENT

The first monthly Plumb Golf Tournament of the Fall season will take place Sunday, September 17, at 10 A.M., at the Rio Hondo Golf Club, 607 Old River Road, Downey.

### COMMUNICATIONS DEPARTMENT

By Norma Hogan

The filing department welcomes ALBERTA BAKEMAN and the mailing department welcomes PATRICIA SWANSON.

JEAN is leaving us this week to take care of her mother. We will miss her. EUNICE starts to Art School and will work only half days.

Several of the girls in the Communications Department are taking advantage of the Night Schools: IRMA, MARY ADELE, and NORMA.

# CLUB HOUSE PROGRESS REPORT

(CONTINUED)

IN AN EFFORT to find out how other Employee Associations operated a letter was addressed to **RAY MILLARD**, Executive Secretary of the Industrial Recreation Association in Chicago and to a number of the Association's members.

Among the more interesting answers received from these members was this one from Republic Aviation Corporation of Evansville, Indiana.

## LETTER FROM REPUBLIC AVIATION CORP.

Dear Mr. Walter:

In answer to your letter of August 9 I am sorry I have not had the necessary material to forward to you before but thought it might be a good plan if I could send you an explanation of the Servel Employees' Association as written by Mr. DeGroote, their director, along with some comments of my own. As I was at Servel while this plan was being formulated, I naturally think it is a very good set-up.

I understand from your letter that you are trying to make the club house pay its own way. I am not sure whether you mean pay as an employees' recreational idea or in making it break even from a money angle. It seems to me that sometimes some recreational activity should be written off as good-will that you would otherwise have to pay for in another manner, instead of just breaking even in hard cash.

I also understand from your letter that your recreational facilities are adjacent to your plant. Sometimes people do not like to spend so many of their working hours at the plant, then just step a few feet for their recreation. I have found that it is much better, if possible, to have your club house or what-not at a short distance from the plant or, we will say, out in the country, so that it does not seem too much like going to the plant to work.

In one plant I was connected with, we leased a plot of ground some seven miles from the plant. The company built a club house with a Dutch oven, tables, and such, as well as cooking facilities in the club house. All the employees who wished to might obtain the keys and hold their family picnics or departmental picnics at the grounds. In this case the only expense to the company was the upkeep of the grounds, which was very minor in nature.

I have found that, if we can make our departmental supervision appoint committees and hold departmental picnics, they get to know their people and knowing their people, they know what they can do, and we get better placement of employees, as well as better working conditions. If we were to try to estimate

the cost of the latter, we would find that it offsets to a very large degree the cost of maintaining grounds or a club house.

Sincerely,

REPUBLIC AVIATION CORP.  
INDIANA DIVISION  
R. G. Rogers  
Factory Manager

(Mr. DeGroote's letter regarding the Servel Employees' Association will appear next week.—Editor)

## LETTER FROM INDUSTRIAL RECREATION ASSOC.

Dear Mr. Walter:

We have your very interesting letter of August 9 describing some of the problems you have encountered, the conduct of your recreation program, employee services and the Employees Association activities. Judging from the content of your letter, I am confident you would find our services invaluable.

The IRA, an organization of industries and industrial employee associations with years of experience in this field, acts as a clearing-house for ideas and methods for conduct of effective programs. IRA manuals, semi-monthly Newsletters, research, and other services, are designed to aid industry in development of this "humanized" industrial operation. We have several employee associations in the membership, such as Servel Employee Association, Evansville, Indiana, and the Hawkeye Athletic Association, of Eastman Kodak, Rochester, New York.

Membership is available to any firm, or group, charged with the administration of a program.

It was interesting to note that you are also in charge of your company paper. This is getting to be a rather common combination of duties in a number of plants around the country. Incidentally, you will note that IRA services are not for sale and are available only to members.

The IRA is the only national organization operating exclusively in this field. Membership offers opportunity to participate in all activities and benefits of IRA operations and services. For your personal attention we are sending along samples of typical services provided members. Included will be a brochure describing, in detail, the IRA, its services, and membership procedure. If you desire additional information on either industrial recreation or the IRA, your inquiry will receive our prompt attention.

Sincerely,

Ray Millard  
Executive Secretary

## INDUSTRIAL RECREATION PROGRAMS

From a perusal of what others are doing in the field of Industrial Recreation, we at Plumb are not doing so badly. I did, however, note some unusual methods by which participation in recreational programs is stimulated. Some of these are:

### BULLETIN BOARDS:

Bulletin boards are placed in the Cafeteria by one Association which claims good results from this choice of location.

OPPORTUNITIES FOR BEGINNERS are also stressed on bulletin boards by another Association, which claims that there are many people who are shy about taking up certain sports such as bowling, golf, etc., and would welcome some preliminary instruction and coaching.

### COMPANY PUBLICATION:

Many Associations have a publicity committee whose members participate in the different sports offered by the Association. These members are charged with the responsibility of getting advance news to the editor of the company publication and also following through after games are held by providing snapshots and brief write-ups of the events. Names should always be included. (We at Plumb don't do as well as we might in this respect. The editor invariably has to dig out information except in rare cases).

### STARS:

At the beginning of each sports season, one Association arranges for the presence of a "star" player to put on a demonstration, and invites local newspapers to send reports and thus get additional publicity.

### INSERTS:

Still another Association provides pay envelope inserts once a month giving details of forthcoming sports events and the accounting department attaches these to checks.

### JUNIORS:

A good connecting link between recreation programs and parents in the plant is a father and son and mother and daughter party to finish off the season in some sports. This is particularly effective if the son or daughter happens to be an outstanding golfer, swimmer, tennis player, basket ball champ or bowler, and their school trophies can be displayed at the party. Parties of this sort will bring out the parents and often get them started in sports activities provided by the Association.

IF YOU'RE AFRAID OF OLD AGE  
JUST DISREGARD ALL SAFETY RULES.

## *Our Club House*

— \* \* —

IN THIS PLACE you may meet those not of your own sort. They may differ from you in nationality, birth, position, possessions or education. But we are maintaining here a small part of the world's great democracy. We ask of you, therefore, courtesy and tolerance for all alike.

Let members visiting here in their leisure moments remember also, that we have work to do—that we may not neglect it. Therefore, if we separate ourselves from you at times, do you occupy yourselves according to your heart's desire, being sure that no slight to your presence is intended. For, while you are here we would have you enjoy the rest and recreation of which this Club House is a symbol.

We would ask, in return, that while here you conduct yourselves with due order and propriety and, above all, keep our Club House clean so that others who come here later may enjoy the facilities and conveniences in a well regulated environment.

Let there be no dissension or intemperate behavior within our walls nor expect others to defer to you in your opinions, remembering that life has many aspects to many people and that tolerance is large enough to encompass them all.

On these terms, though you be young or old, rich or poor, skilled or unskilled, proud or plain, resting here you are partakers of our hospitality and we give you glad welcome.



## LAS VEGAS AND THE MIRACLE OF MAGNESIUM

Photo by Truman D. Vencill

BRIGHT LIGHTS of Fremont Street in the main business section of Las Vegas, a war boom city which is building for a solid future.

The "last frontier" has become a new frontier, and Basic Magnesium, Inc., has wrought the change. Las Vegas, a Nevada community of some 5200 only three years ago and proclaimed by its chamber of commerce as "the last frontier town," has mushroomed at magic pace to a city of 25,000 as BMI moved in to make a material which is helping to envelop the Axis in flames.

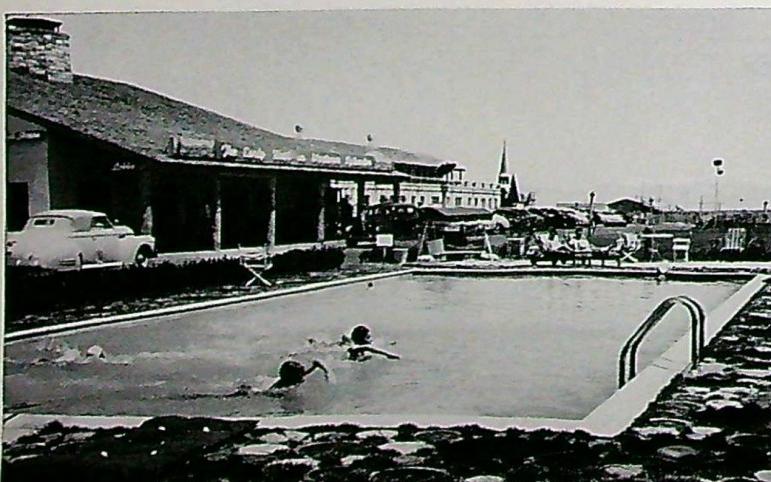
Las Vegas, Boulder City, and the contiguous area was mainly a tourist center prior to the advent of BMI, and had never been called upon to house more than 8,000 persons at one time. Suddenly, war workers from all parts of the nation poured in. Housing became the scarcest of all commodities. Flimsy tourist courts sprang up on the road from Las Vegas to the BMI plant. Cardboard, discarded sheet metal, and even packing boxes and tarpaulins were used for makeshift shelters. Old timers were reminded of early days of the Comstock Lode, Tonopah and

Goldfield, as communities of bare shacks grew on the sands between Las Vegas and BMI. The "last frontier" had, in truth, become a real last frontier—but not for long. As construction of the plant swung along, shacks on the highway and tents dotting the sands of the southern Nevada desert started to disappear. In Las Vegas and at the plant site modern dwellings began to spread.

New subdivisions were added to Las Vegas. The residential area, formerly concentrated into about 90 square blocks, has spread to more than 240 and is still growing. Schools, public buildings and recreational buildings have kept pace. Concerts, shows, boxing programs, and other entertainments are presented in Las Vegas' fine new city hall and war memorial building. Many BMI workers have given practical evidence of their liking for Las Vegas and faith in the future of its magnesium industry by purchasing homes in the new sections.

Newcomers have taken quickly to the western spirit of Las Vegas. They have entered social and community life with the same zest as the heavy-booted "tenderfeet" in the old boom days of the Nevada mining industry.

While Las Vegas has expanded almost miraculously, it has not grown up, or forgotten how to play. Las Vegas still retains a small town friendliness, though it is the second largest city in Nevada. Neither Basic Magnesium nor the new arrivals are ever likely to make Las Vegas much different at heart.



RECREATION. Swimming pool of The Last Frontier, one of Las Vegas' newest tourist hotels and play centers. Return of tourist travel has a prominent place in post-war plans of Las Vegas.

# PRESIDENT'S Editorial



P & C  
by  
M. B. P.

The question I have been most frequently asked in the first two days after I have returned from my trip to the Northwest, is "How's P & C"? I'm happy to be able to tell you that P & C is going great guns, and is going to make a name for itself as a member of the Plumb team.

If we were to compare ourselves at Plumb with the automobile industry, we might liken P & C to the aircraft industry. As you know the aircraft industry has jumped into full stature in a very short period of time and is giving a good account of itself.

Likewise, P & C has rapidly jumped from small beginnings to the status of a major tool company.

I happened to be in Portland the night they celebrated their 25th anniversary. Way back twenty-five years ago P & C started in a small way with a couple of men in a blacksmith's shop over in Idaho. In the intervening years it continued as a very small institution and about the time it joined the Plumb team, it had sprung into national prominence. It is going to make all of you very proud that it is a part of the Plumb team.

There were 500 guests from the city of Milwaukie and surrounding communities who came over and went through the plant. They saw operations they never dreamed were taking place in the peaceful, lovely little city of Milwaukie, Oregon, in which the plant is located.

P & C has just completed its program of re-arrangement, construction and improvement, and they had a very lovely plant to show off. The plant is all white inside with green trim four feet from the ground. The buildings are all white outside, saw-tooth construction, light, airy and attractive with plenty of green trees growing around the outside. They have a large parking lot, and room for a base ball diamond. They have their own water well and their own wood-pile. On days off they can go fishing for salmon within walking distance of the plant. They can hunt within a half-hour automobile ride. In other ways, they have many natural advantages that we do not enjoy down here.

From a standpoint of sheer accomplishment as a tool company, I'll just stop with the suggestion, "Watch their smoke". Let's give them all the co-operation we can here because there's no reason for their duplicating the large forging facilities and certain other facilities we have. They, also, are making certain tools for us. By helping each other we can both grow and strengthen the Plumb team.

## HOW BIG IS THE WORLD?

### There's Two Sides to the Question

By ox-team, mule or camel train it's at least three years in circumference at the equator, allowing for something there to walk on. The fastest of the old clipper ships with favoring winds might have done it in Jules Verne's fantastic time of eighty days. With no land barriers, a steamship could do it in five weeks. If a good road existed all the way an automobile might make the round in twenty days or thereabout.

Modern writers are fond of saying that the world is now the size of a state and that today "no spot on earth is more than 60 hours travel time from your nearest airport". No longer in a world grown so small can an isolationist nation continue to exist. The Atlantic can be spanned in 372 minutes and the broad Pacific in only 35 hours from our

Pacific Coast. (Maintained in perfect flying condition, of course, by the use of Plumb Tools). You can fly from Chicago to Chungking in 39 hours, about the same time that it takes to go from Chicago to Elko, Nevada, by rail. From Chicago to Moscow is a 28 hour trip, train time to San Antonio, Texas. To Singapore it's 51 hours, train time from Chicago to Seattle.

Yet I imagine that the earth is as big as it ever was. The three miles I used to walk to school every day in Scotland, past the home of Robert Louis Stevenson, the house where Burns lived, the farm where Henry Drummond was raised, is still three miles — an interesting three miles that would prove but a blur from a plane. In these days of scarce transportation, a three mile walk may teach us as much as a five hundred mile plane ride.



### ALL THREE MUST PROSPER

One of the basic truths of our American economic system is that all groups — farmers, workers, management — must prosper if we are to have a better, more prosperous America.

If the farmer has a low income, he cannot buy the many things he needs which are manufactured in our industrial areas. If the worker's income is low, he cannot buy all of the products of the farm or industry which he needs or desires — and thus farm and industrial output must keep at low levels.

And if management income is low, management has not the wherewithal to keep the industrial and business machine going — and growing — to provide more jobs for workers — and more and better things for worker and farmer alike.

So in thinking and figuring who gets what and how much, let's never overlook the necessity for each of these three groups prospering — if all are to prosper.

Management must always try to give the worker the best possible income break — while the worker must realize that if management income is depleted by excessive wage demands, the worker as well as management will be the ultimate loser. And the farmer too must be assured a reasonable income so that he may purchase the output of workers and management thereby helping keep our output at high levels.



### THE SILVER KITCHEN

(No. 12 in the Series on Employee Dividends)

In the "aisle" between the north and south buildings is a concession called "The Silver Kitchen".

Before and after work and during rest periods, cigarettes, gum, pop, and light lunches are available at moderate prices.

While this kitchen is not connected in any way with the Plumb Tool Company, you will find it handy and convenient for the many little things you need in the confectionery line, plus "Hot Coffee".

## ON BEING A WAITER

Dick Walter

Every once in a while someone comments on the fact that in serving beer and sandwiches in the Club House, I'm lowering my status.

In these days, however, no one need be ashamed of being a waiter.

I remember Julius who used to be at the old Gogi's on La Brea, defunct since Peter went to war, caroling a Jugoslav dirge at every step. Julius used to be a banker in Vienna. I have seen and heard refugees stare with open-mouthed dismay at the great and famous tycoon, white monkey-jacket fitting well and napkin over arm. His parties and dinners were famous in Vienna. He was a patron of the arts and friend to the famous. But . . . it seems he went to the wrong place of worship, read the wrong books and voted for the wrong party, so he lost everything.

Was he downhearted? Not in the least. As he expressed it himself, he knew precisely how to be waited on, so it was no trick at all to reverse his recollections, and do the waiting properly. As a result, he was deft, patient, helpful, friendly, and efficient in his job.

He has long since gone on to more lucrative pursuits but that period during which he was able to adapt his own knowledge of fine service to the RENDITION instead of to the RECEPTION of it, gave him time to go to night school and perfect himself in the use of the English language and then find his real place in this democratic country of ours.

When he does (and he WILL) his own appreciation of what is done for him will be just so much greater for the time he spent in the shoes of those who only stand and wait.

— BUY MORE WAR BONDS —

## MERRY-GO-ROUND

Protect the Birds: The Dove brings peace . . . the Stork brings draft exemption.

\* \* \*

Temperance Lecturer: "And in conclusion, my dear fellow citizens, I will give you a practical demonstration of the evils of alcohol.

"I have two glasses here on the table; one is filled with water and the other with whiskey. I will now place an angle worm in the glass of water. See how it lives, squirms and vibrates with every spark of life.

"I will now place a worm in the whiskey. See how it curls up, writhes in agony, and then dies. Now, young man, what moral do you get from this story?"

Student: "If you don't want worms, drink whiskey."

Old Fashioned Gent: "My dear, may I kiss your hand?"

Young Dear: "Whassamatter, my mouth dirty?"

\* \* \*

"What would you do if I kissed you?"

"I'd yell."

Silence. A kiss. More silence.

"Well?"

"I'm still hoarse from last week."

## Times Have Changed

When the world was younger and grown males knew no fear,  
The man with powder in his horn went out to hunt a deer  
But things have changed somewhat, on a very different plan  
A deer with powder on her nose, goes out to hunt a man.

\* \* \*

Hitler's almost lost his pants  
Tojo's lost his face  
Put the two together, boys,  
You have the master race.

\* \* \*

The Red Army is writing a sequel to "Begin the Beguine" — called "Finish the Finnish".

\* \* \*

But the Polish government in exile and Joe Stalin seem to be Poles apart in their ideas.

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Then imagine the sleepless nights the folks in Moscow must have with salvos of 120 guns every time another city is recaptured from the Germans.

\* \* \*

Spain just bought 50,000 bales of cotton from the U. S. Probably ran out of wool to pull over our eyes.

\* \* \*

The Japanese Premier is affectionately known as "The Singing Frog". We just don't care if all the Jap militarists croak.

\* \* \*

Seen LUCILE BOZAJIAN knocking herself out with those fine drape slacks from Murray's. Strictly au Reet.

SCIENTISTS SAY THAT MOLASSES CONTAINS A VITAMIN THAT PREVENTS GRAY HAIR. BUT WOULDN'T THAT MAKE IT HARD TO GET ONE'S HAT OFF?

## EMPLOYEES' OPINIONS

(From Plumb Employee Questionnaire)

## WHAT DO YOU THINK OF THE "BONUS PLAN"?

Pro: I like the bonus plan because a man that works gets paid more under that system than a man who just gets by.

Con: Don't believe it helps Plumb make "quality" tools.

Pro: I have worked on the bonus plan and liked it very much.

Pro: An added incentive, such as a bonus, should contribute materially to production.

Con: Needs considerable adjusting; — production standards, as a whole, are too loose for the quality of work and operators now being produced.

Pro: However, I do think it is a good incentive for better production and creates a competitive spirit among the men.

Pro: My observations are that it is a splendid plan to compensate the worker who can do more.

Pro: In favor of the bonus incentive being more broadly applied.

Pro: O.K. if work is done good.

Con: Do not believe in bonus or piece work — lowers quality which is essential at Plumb.

Pro: I think it should be extended in some manner to cover clerical and supervisory employees. Their work is every bit as necessary for the production of tools as the shop workers'.

Con: Of course there ought to be a revision of standards. Some are difficult to make and others should be on a closer margin. They are widely varied.

Con: Only there is becoming a dissension among the time study if the guy on bonus makes as much money as they do and then they try to cut standards in half.

Con: It stinks.

Con: Bonus has no place in any shop.

— BUY MORE WAR BONDS —



— VISIT YOUR CLUB HOUSE —